
Position Description

Vacancy Title: **Distribution Engineer Construction and Installation**

Location: **Ranadi**

Reports To: **Manager Transmission and Distribution (v 5.00)**

Objective

The Distribution Engineer Construction & Installation leads the effective coordinating, resourcing, planning and implementation of the scheduled jobs including major construction works, new HV/LV line extensions & service lines. Coordinates commissioning of newly installed plants and equipment and network extensions with the Distribution Engineer - Technical Support. Coordinates plant outages with the Switching Coordinator. This role reports to Manager Transmission & Distribution.

Outcomes

Organisational Stakeholders

1. Effective leadership of the Construction & Installation function

- Manager Transmission & Distribution appropriately supported/assisted with the development and control of effective budgets for the Transmission & Distribution Department
- Effective Construction and Installation Work Schedule developed in consultation with relevant department/unit heads
- Departmental resources appropriately planned and effectively utilised for optimised performance
 - Value-adding and innovative approach to resourcing created and successfully implemented
- Timely and robust assessments, design and costing carried out for major and minor HV and LV extensions
- Timely and effective coordination as well as oversight of the following ensured:
 - construction of LV extensions and service connections
 - major capital works projects including HV, LV overhead and underground systems
 - installation, testing and commissioning of all new distribution transformers, RMUs, ABSs and new parts of the network
- Upgrades to parts of the network including poles, transformers and conductors effectively coordinated and carried out
- Manager Transmission & Distribution regularly updated on all construction and installation works
- Construction and installation work schedule fully implemented on time, within budget and in full compliance with safety standards and requirements
- Full utilisation of the CARL Maintenance Management System achieved for all maintenance, inspections, testing and refurbishing of distribution assets
- Installation and commissioning of new equipment ensured
 - upgrades
- Design of new lines assisted
- Project Planning Teams reviewed
- Testing and commissioning of new extensions and installations coordinated and carried out in consultation with the Distribution Engineer Technical Support Services
 - Full compliance with relevant standards, specifications, and documentary requirements for entry into GIS database and the organisational asset management system maintained at all times
- Recommissioning of transmission and distribution plants and equipment (transformers, RMUs etc.) post-maintenance works, effectively planned and coordinated with the Technical Support Services Unit
- Full compliance with all safety and good housekeeping requirements/policies/standards across the Operations & Maintenance teams ensured
- Effective management of all Solomon Power supplied tools and equipment used by Construction & Installation teams delivered
- Timely and relevant technical support provided to outstations in the management of the Transmission & Distribution network
- Knowledge of relevant latest industry developments continuously strengthened a relevant knowledge to improve network performance effectively applied
- Executive Team effectively assisted in delivering Solomon Power's service quality commitments to both internal and external stakeholders and customers
- Effective relationship management for internal and external stakeholders applied

2. Human capital management for the Construction & Installation function

- Effective leadership of the Construction & Installation teams delivered and team effectiveness and individual growth encouraged/supported
- Human capital requirements effectively assessed, planned and implemented for the Construction & Installation teams
 - Right skill-mix for the effectively delivery of tasks ensured at all times
- Team and individual performance measures and targets developed, effectively managed, monitored and appraised
- Relevant and timely coaching, feedback as well as performance and behavioural improvement interventions delivered
- Training, learning and development needs of team members effectively analysed, planned and executed in consultation with the Human Resources department
- Timely and respectful disciplinary/corrective actions/interventions for performance and behavioural shortcomings by personnel effectively carried out and managed

3. Effective reporting for well-informed executive decisions

- Manager Transmission & Distribution kept well-informed at all times with respect to issues relating to construction and installation works
 - Updates provided are timely and relevant
- Robust and timely reports which are assigned to this role prepared, appropriately checked for accuracy and quality of content and submitted to Manager Transmission & Distribution
- Periodic reports (e.g. weekly reports of key activities and tasks) delivered in a timely manner within required quality maintained at all times
- Effective follow-up system for outstanding action items delivered and timely follow through to closure ensured

4. Effective inventory monitoring and management

- Effective liaison with Manager Transmission & Distribution, the Stores Department and Standards Committee to effectively address the following:
 - Substandard quality of materials and equipment in the network identified and requiring replacement
 - Obsolete items still in the network
- Deficiencies affecting effective despatching of network spares to operational field items efficiently resolved
- HV tools/equipment for operations and maintenance outcomes maintained at acceptable levels at all times
- Personnel tools fully compliant with OH&S policies and standards

5. Fully compliant maintenance deliverables

- All deliverables fully compliant with the prevailing laws and organisational policies, procedures and directives
- Culture of compliance developed and continuously strengthened across the Construction & Installation teams
- Effective oversight, supervision and reporting ensured for all operational work including those listed below and full compliance with health, safety standards including Electricity Regulations and Wiring Standards achieved:
 - Major capital works
 - Defective repairs
- Reporting, enhancing and assisting in the management and function of the environmental system(s) ensured

6. Budgetary advice ensured

- budgetary advice for construction and installation unit provided to Manager Transmission and Distribution
 - budgets developed along work plans/projects
- budget monitoring ensured

7. Teamwork and cooperation

- Cooperation within the team and greater function / department encouraged
- Cooperation across functions / departments ensured
- Collaboration to achieve relevant organisational targets and goals led

8. A healthy, safe and OHS compliant Solomon Power

- Taking reasonable care of own health and safety and for the safety of other people, including people working under incumbent's supervision or direction who may be affected by his or her acts or omissions at the workplace ensured
- Compliance with lawful direction given by Solomon Power with respect to health and safety matters under current Safety acts and regulations

9. Environmental protection is prioritised at all times

- Ensure adherence to the requirements of the environmental systems
- Ensure compliance with specific environmental management procedures applicable to their work

10. Solomon Power's organisational values and standards upheld at all times

- Alignment of organisational values and strategic direction supported and appropriately assisted
- Organisational values and good corporate governance practices are upheld and complied with at all time

Responsibilities - Key Competencies

Competence	Description
Business	
Risk Management	Analyse and manage risk.
Planning	Deliver results by developing, reviewing or following a work plan, action plan or operational plan.
Systems and Procedures	Develop and/or apply procedures to assist the organisation achieve its goals.
Communication	Exchange information through verbal communication
Customer	
Quality Focus	Deliver quality.
Organisational Values	Display the organisation's image and value standards.

People

Competence	Description
Leadership	Utilise a leadership position to influence people and events and to increase performance.
Facilitation	Assist the progress of work ensuring its timely and effective completion.
Problem Solving	Develop practical solutions to a situation.
Innovation	Use original and creative thinking to make improvements and/or develop and initiate new approaches.

Professional

Technical Strength	Demonstrate knowledge of a specialist discipline.
Compliance	Comply with relevant laws and the policies and procedures of the organisation.
Financial Application	Apply financial principles and practices.
Technology Application	Apply technology.

Operational

Equipment Operation	Control the operation of specialised equipment, plant or vehicles to satisfy the demands of the assignment.
Maintenance	Monitor and/or maintain equipment, plant or vehicles in sound operating order.
Health and Safety	Establish and maintain a safe and healthy work environment.
Environment	Establish and maintain an environmentally friendly organisation
Stock Control	Acquire and monitor stock to meet business needs

Qualifications

Qualification	Discipline	Notes
Preferred		
Degree	Electrical Engineering with specialisation in Power Systems	
Desirable		
Master's Degree	Business and Management	

Work Knowledge and Experience

- At least 3 years' experience as a senior engineer
- Excellent written and verbal communication skills & strong, developed report writing abilities
- Proven leadership and people management experience and attributes
- Proven experience in the areas of surveying and costing of electrical works; maintenance and operational planning; design and construction of electrical related works
- Basic finance and accounting knowledge
- Proven knowledge of relevant safety policies, procedures, regulations, requirements
- Proven analytical and problem-solving abilities
- Strong computer literacy
- Proven strong stakeholder management and customer services skills
- Strong teamwork & interpersonal skills

Requirements

Language Proficiency

- Excellent command of English

Regulatory Compliance Requirements

- Driver's License

Other Required Requirements

- No other required items found.

Interactions

Type	Interaction	Comments
Internal		
	Chief Engineer	
	Manager Transmission & Distribution	
	Senior managers, managers and team leaders	
	Solomon Power staff	

Type	Interaction	Comments
	Human Resource Administrator	
	Distribution Engineers	
	Standards Committee	
	Stores Department	
	Networks and Outstation personnel	
	Finance Department Staff	
External		
	Consultants and Contractors	
	Regulators	
	Suppliers	
	Customers	
	Government Ministries	

Attributes

Behavioural Styles

- Accountable Assumes full responsibility for own actions and identifies with the success or failure of own part of the overall work/goal.
- Detail oriented Attends to the small elements of a task/activity, ensuring completeness and accuracy.
- Innovative Devises new and creative ways to do things comes up with original ideas.
- Integrity Adherence to moral and ethical principles; soundness of moral character; honesty.

Interpersonal Styles

- Forthright Speaks out frankly without hesitation, showing a direct manner.
- Team Oriented Enjoys being with others as part of a group or team.

Thinking Styles

- Analytic Able to separate things into their constituent elements in order to study or examine them, draw conclusions, or solve problems.
- Well organised Controls tasks in a well thought out and critical manner.
- Numerate Shows abilities in quantitative thought and expression.

How To Apply

Complete all parts of the Application form online. Upload a Cover letter, upload your CV and must include names and contact details for two (2) referees. Attach Certified Transcripts, Qualification Certificates, and other relevant documents. Addressed Application to: Chief Executive Officer Solomon Islands Electricity Authority P.O. Box 6 Honiara Applications to be received by 4.00pm, Solomon Islands time, Friday 31 January 2025.

Contact for Enquiries

Contact Name: Andrew Tausema

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Further Contact Information: --

Closing Date: 31 Jan 2025